



Idaho Council on Developmental Disabilities

# Disability Mentoring Day



## 2015 GRANTS NOW AVAILABLE

The Idaho Council on Developmental Disabilities announces the availability of funds to help a limited number of local groups develop and sponsor activities associated with Disability Mentoring Day.

Grants of up to **\$500** each will be awarded through an application process.



*Mentees with officers at the Lewiston Police Department*

Disability Mentoring Day (DMD) is a nationwide effort to promote career development for students with disabilities through hands-on career exploration.

Students with disabilities (mentees) are matched with workplace mentors according to expressed career interests. Mentees experience a typical day on the job and learn how to prepare to enter the world of work. Employers gain an increased awareness that people with disabilities represent an overlooked talent pool.

Disability Mentoring Day is a project of the American Association of People with Disabilities (AAPD).

Through this project, local communities organize

activities that bring students and other young adults together with employers for informational sessions about career opportunities and one-on-one mentoring with volunteers at public and private places of employment.

### What are the goals of Disability Mentoring Day?

- To enhance internship and employment opportunities for people with disabilities.
- To promote disability as a central component of diversity recruitment for a more inclusive workforce.
- To dispel employers' fears about hiring people with disabilities.
- To increase confidence among students and job seekers with disabilities.
- To launch a year-round effort to foster mentoring opportunities.

### Who participates?

Employers (private, non-profit, government, educational), students with disabilities, and educators participate in Disability Mentoring Day.

DMD is recognized nationally on the third Wednesday of every October, which is National Disability Employment Awareness Month. We encourage DMD Coordinators to schedule their local DMD activities near this date or sometime during the month of October.

**In 2015, we hope to see planning groups encourage students to look into jobs in the trades and explore the variety of post-secondary/vocational education options available.**



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### SUMMARY OF RECENT IDAHO ACTIVITIES:

In October 2014, DMD activities were held in five Idaho communities: Idaho Falls, Twin Falls, Moscow, Lewiston and Boise. From all areas combined, 138 students participated in job shadowing activities with 115 employers. Highlights include student preparation activities, Employer Mentor luncheons, student presentations, educator workshops and workplace experiences in local businesses.

Activities included pre-DMD workshops for students covering topics like: dress for success, how to be successful in an interview, soft skills and attitude, planning for your future, and motivational presentations by local community leaders and self-advocates who are leaders of organizations, self-employed, or even business owners themselves.

In the Magic Valley, concurrent sessions were held for educators on transition to employment topics. Idaho Parents Unlimited, Inc. debuted a project called "A Work of Art" where youth interested in a career in art participated with an artist mentor to create and sell corporate art for a local Boise business.

### Student comments:

*"I learned to just keep going in school because I can still go somewhere with my life." "There are more opportunities than I thought there were." "It was everything I expected and more." "I learned how to use a sandblaster. That was so cool." "I learned that I need to get out more and experience life. There are more things to life. It just needs to be experienced." "The most important lesson is to speak up."*

### Employer comments:

*"I liked that I got to pass on knowledge of this career to someone who was willing to learn." "I like how the students were excited about the day." "Keep up the good work, this is a very positive experience." "It is nice helping someone get a better idea about working and life."*

Groups have created mentor packets for employers to prepare them for the job shadowing activity. In addition, each project is encouraged to seek media coverage of their events to build public awareness about employment of people with disabilities. Projects have been successful in many locations through newspaper articles, radio spots, and television interviews/broadcasts on local stations.

To see if this is something your community group would be interested in doing, go to the [AAPD website](http://www.aapd.com/what-we-do/employment/disability-mentoring-day/) - <http://www.aapd.com/what-we-do/employment/disability-mentoring-day/>

**Applications must be received by  
Friday, August 28, 2015**

For more information, please contact the Idaho Council on Developmental Disabilities at 1-208-334-2178 or 1-800-544-2433, use the attached application form, or download an application from the Council website at <http://www.icdd.idaho.gov> (available soon)